

2014 Equity and Social Justice Commitments

Agency: Department of Adult and Juvenile Detention (DAJD)

IBT Delegate: Runette Mitchell and Pam Jones

Objectives	Description of Commitment(s)	Measure of Completion	Timeline	Year-end Progress Report <ul style="list-style-type: none"> Update and status on measure of completion Success Stories (related to commitment and/or other equity related work) Next Steps (continuation of effort for 2012, other equity related work)
<u>Objective 1:</u> Consider equity impacts in all decision-making so that decisions increase fairness and opportunity for all people	1. DAJD continues to keep a demographic component in the monthly Detention and Alternatives Report (DAR), which stimulates conversation at several Criminal Justice Council meetings. Additionally, Superior Court Judges requests the Department to present data on the adult and juvenile populations to the Bench. DAJD will continue to advocate for an Adult Disproportionate Minority Confinement (DMC) Workgroup to match the existing Juvenile DMC Workgroup.	Review each quarter of 2013. Continue discussion at CJ Council meetings regarding the causes of disproportionate use of alternatives. Continue to explore options for an adult Disproportionate Minority Confinement (DMC) workgroup.	Ongoing	
	2. Juvenile Disproportionate Minority Confinement (DMC) Workgroup. The DMC Workgroup continues to look at all aspects of the Juvenile Justice system for disproportionality.	Ongoing monitoring of Juvenile DMC for Juvenile population is operational, as well a review to determine if efforts to reduce disproportionality are having an impact.	Ongoing	
	3. Juvenile a) The Juvenile Division's development of objective criteria for removing youth from school ensures fair decision-making, and the implementation of an alternative education plan within detention. The above action ensures that even the most difficult detainees receive access to educational services.	a) Establish small work groups b) Address outstanding need(s) c) Use KC Equity Impact Review Tool d) Review, and accept data or make recommendations Meet as necessara 3. a) The use of objective criteria for removed school youth is an ongoing	Ongoing	

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	b) The implementation of a due process component about educational decisions ensures a fair hearing process for youth removal from school.	commitment, subject to quality assurance reviews. Removals from school have documentation, tracking, and reporting for compliance purposes. Supervisors and managers review each removal to determine if a compliance criterion supports the removal. Due process hearings provide a check on decision-making and an outlet for appeal and reconsideration of decisions to remove youth from schools.		
	<p>(2014 Commitment Update)</p> <p>D IVISIONS:</p> <p>a) DAJD is proceeding with a visitation scheduling and implementation of a video visitation system to enhance visitation options and eliminate the need for children to access the jail for visits. The goal is to provide public access to inmate's families or friends, by video equipment (which may include internet access). The video program will help reduce the costs to inmate visitors who currently travel to our jails. The plan allows community members to schedule visits, supports the visitor's personal schedule, and ensures the offender's connection with significant community members is intact (which is very important in</p>	a) Population management is an ongoing effort. Beginning in 2013, memorializing meeting minutes enables proper documentation of reporting, and decision-making, which includes confirmation that equity and social justice impacts have consideration for programs and services decision-making	Continue through 2014	

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	<p>reduction of recidivism). When low-income families do not have home access to the internet, the above scenario may have mitigation by working with community organizations, churches, and/or libraries to assist in expanding video/webcam access.</p> <p>b) When reviewing concerns of population housing management, and a decision-making to open or close units, DAJD will consider the decision's impact on programs and services.</p> <p>c) DAJD also worked with the new inmate telephone system service provider to eliminate the connection fee on prepaid and debit calls. We also maintain a low per minute rate (\$0.13/minute) for all calls, except collect, which are more costly.</p>			
	<p>5. (2014 Commitment Update) Develop a Pre-Trial Risk Assessment (PTRA) Tool to assist the Courts in release decisions. At each stage of tool development, the PTRA Workgroup will examine the potential impacts on Disproportionate Minority Confinement (DMC), identify potential strategies to reduce the risk of contributing to DMC, and pursue any opportunities that could result in a tool that appropriately and fairly captures the risk for all groups of defendants.</p>	<p>Needed staff will have ongoing access for career development and advancement the continuous evaluation of the PTRA Tool will ensure the DMC is fair. CCD will inform the PTRA Workgroup of the quality, consistency, and relevance of information on all racial/ethnic groups involved in the pretrial project process. Quality assurance checks have a basis on the analysis of implementation data. Conducting the Tool evaluation will be periodically, after initial implementation phase, in order, to monitor if the tool is equitable and consistently applied by staff.</p>	<p>Due to a change in the scope of the project, requiring real time data retrieval from the Administrative Office of the Courts, the implementation phase has been changed to begin in 2015.</p>	

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	6. Consider equity impacts through the ESJ lens as decisions are made for budget options.	Evaluate if ESJ commitments are in the decision-making process.	Ongoing	
<u>Objective 2:</u> Promote Fairness in Organizational Practices for all employees, contractors, clients, community partners, residents and others who interact with King County	1 Juvenile Division will participate in design planning for the new complex, Children and Family Justice Center. Juvenile detention staff is a part of the overall planning for the Center. Juvenile's design plan will encompass best practices for juvenile detention facilities. New design techniques and materials will provide appropriate space, including private space, for family visits and for detainees, meeting space with Probation, Mental Health and other community service providers, in an effort to maintain community contacts for detained youth. The design of the living units will incorporate best practices as well other industry standards for juvenile detention facilities. The Detention Center will enhance learning and pro-social activities. The detention center will have 154 rooms, and plans are to open in July 2018. Design meetings will occur on an as needed basis. Members of the Design Team are from interests with expertise in all area of a juvenile detention court and detention processing, including the contract provider—KMD. . Plans are underway to add more Design Team members as the need arises.	In 2013, The Juvenile Division will complete a programming document and performance standards for the Detention Center by the end of 2013	Ongoing	

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	The benefits of the new Center is to unify juvenile and family law matters into one location, and enables service providers to onsite assistance and coordination for youth and families involved in the justice system. The co-location of programs and services will reduce public confusion about where to go, and allow for more efficiencies and effectiveness by a comprehensive, systemic approach to cases involving youth and families.			
	2. Uniting for Youth Community Engagement Initiative. Uniting for Youth Initiative, formerly Systems Integration is a collaboration of state and local government, and community agencies from juvenile justice system, child welfare, mental health and education systems. The consortium has been working collectively since 2004 to overcome the fragmented responses for serving youth and families that are involved in multiple systems. One of the focuses of the initiative is on community training in order to expand community outreach, explain the complex systems involved in working with youth, and identify opportunities for community organizations to work with the child-serving agencies. The Juvenile Justice training component takes a comprehensive look at Superior Court, Probation and Detention. The Juvenile Division commits to participate in quarterly training by hosting instruction and information about youth in detention; and Juvenile will have an	a) Juvenile Division is a participant/facilitator of training for Uniting Youth Community agencies, and identifies targeted issues and concerns to engage the community for Otraining and input (i.e., Diversion). b) The Juvenile Director is an active member of the Executive Board of Uniting for Youth Community Engagement Initiative.	Ongoing	

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	ongoing seat on the Uniting for Youth Executive Board.			
	2 Procurement Reform DAJD actively participates in the countywide Procurement Reform efforts and specifically with the Small Contractor and Supplier (SCS) firms for purchases under \$5,000 (direct vouchers) and under \$25,000 for 3-quotes.	Generate quarterly reports that outline the number of SCS firms used); DAJD staffs involvement with outreach programs (participation in county training sessions) and staff development have quarterly submission through Procurement Reform Team.	Ongoing	
	3 <u>Hiring & Promotional Process</u> (Updated 2014, and ongoing Commitment) DAJD Human Resources will continue to identify and eliminate ESJ barriers in its hiring and promotional processes by the evaluation of the employment application materials. Department will provide testing fee waivers for low income applicants, when applying for the position of Corrections Officer.	Revise/update announcements to address ESJ commitments/goals in application/promotional processes. Track the number of corrections officer candidates by race and ethnicity Track and report the number of testing waiver requests received from low income applicants.	Ongoing	
	4. (New Commitment 2014). Review practices which impact diversity, equity and social justice within the Department including: Hiring Special Duty Discipline Training /Policy Review staff retention Duty assignments Succession planning	a) Establish small work groups b) Address outstanding need(s) c) Use KC Equity Impact Review Tool d) Review, and accept data or make recommendations e) Reactivating recruitment/outreach efforts to targeted populations.	Ongoing	
<u>Objective 3:</u>	1. (Updated 2014 Commitment). DAJD has	Report the annual number of DAJD NEO's	Ongoing	

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Build ESJ awareness and capacity through communications, framing and community engagement activities	provided equity and social justice training in the New Employee Orientation (NEO), for 2013, and in 2014. DAJD is expecting to continue with this process, will update the NEO by the end of 2014.	and attendance numbers.		
	2. The DAJD Training Unit is continuing the development of an online equity and social justice training, which will be provided to all employees sometime during 2014.	Training records confirm that at least 95% of staff has completed the training.	2014	
	3. Collaborate with KC IBT, other Departments, and agencies (internal and external), and Community groups for ESJ initiatives by collaboration and cooperation by the use of internal communications and coordination is to raise staffs awareness of the ESJ Ordinance, and the department's commitment to ESJ principles for all employees.	Measure by collaboration, communications, The measurement will be by meetings held and convening of events, and by various communications methods to reach the target audiences.	Ongoing	
Additional commitments (optional)	1. MRJC Female Inmate Worker Program	The MRJC Female Inmate Worker Program provides the opportunity for the all genders that are indigent, to receive a cash gratuity for service, maintain a degree of physical activity, interact with others positively, complete tasks while under supervision, learn work skills, and transferable skills and values, which relate to employment readiness.	Ongoing	
	2. Inmate Educational Opportunities	The success of the inmate education programs is the award of a GED Certificate. The fulfillment of receiving a GED enables the bearer to avail opportunities for real life changes and access to significant employment possibilities.	Ongoing	

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